



Department of Defense DIRECTIVE

NUMBER 1402.4

December 29, 1988

ASD(FM&P)

SUBJECT: Entry Age For Selected Firefighter and Law Enforcement Officer Positions

Reference: (a) Section 3307 of title 5, United States Code

1. PURPOSE

This Directive establishes a maximum age standard of 35 years for entry into selected firefighter and law enforcement officer positions under reference (a).

2. APPLICABILITY

This Directive applies to the Office of the Secretary of Defense (OSD), the Military Departments, the Unified and Specified Commands, the Inspector General of the Department of Defense (IG, DoD), and the Defense Agencies (hereafter referred to collectively as "DoD components").

3. POLICY

3.1. It is DoD policy to apply a maximum age standard of 35 years to individuals entering firefighter and law enforcement officer occupations officially identified by the Secretary of Defense or the Deputy Secretary as being sufficiently rigorous that employment opportunities in these positions are limited to young and physically vigorous individuals.

3.2. The maximum entry-age standard, identified in paragraph 3.1., above, is applicable on or after the date of this Directive and prevents the original entry to covered positions by persons who have reached their 35th birthday. This standard may be waived for candidates if they have not reached their 35th birthday at the time of

certification to the DoD Component from employment registers issued from the Office of Personnel Management, regardless of whether the age limit is subsequently passed during the selection process before actual entry onto duty.

4. RESPONSIBILITIES

The Head of a DoD Component, on an exception basis, may approve original entry to a position, identified in paragraph 3.1., above, on behalf of an individual who has reached his or her 35th birthday. However, such an exception shall be rare and based only on a compelling hardship to the DoD Component mission; i.e., made only to overcome a recruitment shortage and made only by written order in each case by the DoD Component Head concerned. A copy of the written order shall be filed in the official personnel folder of the person concerned.

5. EFFECTIVE DATE

This Directive is effective immediately.

A handwritten signature in black ink, appearing to read "William H. Taft, IV". The signature is fluid and cursive, with a long horizontal stroke at the end.

William H. Taft, IV
Deputy Secretary of Defense